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BETTER DAY HAULS

for Young Farm Workers

U. S. Department of Agriculture

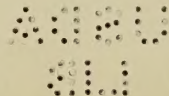
AUG 8 1947

In the Long Run It Pays You

It looks as if many farmers will be using boy and girl workers for a long time to come. The fact is that we can't get many of our crops produced and harvested without these youngsters. In this leaflet are some suggestions about using this youth labor, so that you get the most work for the wages you pay.

The ideas that follow are good for the boys and girls as well as for you. Many farmers have already tried them out and they find the youngsters do better and faster work when they are satisfied. They'll come back to work for you too if they like your way of doing things. If their parents approve of your methods they will encourage their sons and daughters to work for you. It's good to have labor you can depend on. In the long run you will find that putting these ideas to work pays off.

Extension Farm-Labor Program August 1947



Make Your Plans Early

It's a good idea to agree with your county agent or farm labor assistant in advance on these things:

- Workers needed
- Supervision
- Wages
- Hours
- Field conditions
- Transportation
- Accident insurance

You will be more likely to get enough good workers if those who recruit have this kind of information early. You will also get better co-operation from the schools.



Pick Your Workers

A small group of intelligent boys and girls who are serious about doing a good job will work harder and stay on the job longer than twice as many workers who come out to your farm for the ride. The schools can help pick youth who have the best records for sticking to a job.

Transportation space is wasted when you bring youngsters out to the farm who "can't take" a normal day's work or who loaf on the job. You will want to pick boys and girls who are strong, healthy, and willing to work. It helps if physical examinations can be arranged.

You need to know your child-labor laws. Using older youth in your fields or orchards means better workers on the job.



Photograph of boys at school principal's
desk being interviewed.

Give Them a Safe Ride

When boys and girls travel in comfort they arrive at work with more energy. When they travel safely, you are saved a lot of headaches and their lives and limbs are protected.

You'll need to check your highway transportation regulations. You'll want to keep vehicles in good running order. Hauls should not be too far from pick-up points. And there should be liability insurance.

Busses are the best means of transportation you can provide. It is often possible to arrange for getting school or commercial busses.



Not this - but this ➡

Photograph of youth loading
on school bus.

Photograph of a truck showing desirable features such as end gate, ladder etc.

Put the Truck In Order

For hauling workers, trucks should be equipped with-

- Seats
- Firm side racks
- Tail gates
- Ladder
- Canvas cover

The picture illustrates an ideal set-up for transporting boys and girls, if busses are not available. Note the center bench and the tail gate, which may be securely closed but also opened from the inside if necessary. A canvas cover which can be unrolled protects riders from windy and wet weather.

Start the Day Right

An adult supervisor should be on hand at points where many youth wait to be picked up in the morning. Keeping order among boys and girls and loading them on vehicles without confusion starts the day right.

A supervisor not only keeps order but helps you to pick out the best workers and sees that each farmer gets his share of the labor. A supervisor weeds out the youngsters who are too young and too small. He keeps a record of what youth are assigned to each grower, a service that parents appreciate. The good will of parents is mighty important in keeping young people on the job.

It's also a good idea to have an adult supervisor in addition to the driver on the truck or bus.

Photograph of youth at loading point showing adult dispatcher.

Give Them Supervision

Boys and girls work with more care and speed when an adult supervisor is on the job. Many farmers say from experience that supervisors are worth their wages, because supervised youth injure fewer plants, pick cleaner, turn out better work, and help save crops that must be harvested in a hurry.

If school people or others who are used to handling youngsters are hired, the supervisor keeps the youth on good behavior while at work. Supervisors are handy for keeping work records and paying wages. They know how to train workers in the job. They take care of first aid and protect youth's welfare.

Supervisors can also help you recruit youth.



Not this - but this ➡

Photograph of youth at work
showing adult supervisor.

Photograph of supervisor instructing girl in bean patch.

Teach the Youngsters How

You make the best use of the labor you have when every worker knows how to do the job correctly and quickly. And there is a better, quicker way to do every job.

Boys and girls learn quicker than many adults. When they learn the best way to do a job, they will be better workers throughout the season. Trained workers are especially helpful when labor is hard to get because each worker produces more.

Boys and girls who have learned faster ways to do a job make more money and will be better satisfied to work for you. Naturally you benefit when workers who know your way of doing things stay on the job.

Try a Short Work Day

A workday that is too long is not good for the health of youngsters. So in the long run it is not good for the farmers who employ them.

Youngsters who get too tired from a long workday are not as good workers the next morning. If boys and girls have had enough rest and play between work periods, they will produce more while they are working. If their health and energy are protected, they will stay on the job longer.

Shorter work days naturally win more cooperation from parents and from the schools. This makes recruiting of workers easier.

Photograph of girl picking up potatoes.

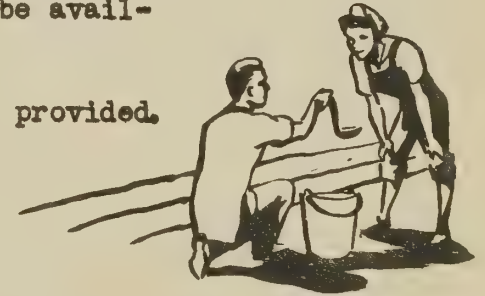
Make Your Farm a Good Place To Work

Young workers will come back to a grower who treats them fairly and provides the right kind of working conditions. They will get more work done too.

Boys and girls need a few rest periods during the day in order to do a better job.

They should have cool, sanitary drinking water available to them. There should be individual drinking cups or a bubbler, which is something like a drinking fountain attached to a water keg. Water for washing hands before lunch should also be available.

Sanitary toilets fairly close to the fields should be provided.



Photograph of girls drinking
water at bubbler in field.

Be a Good Boss

Friendliness and fairness are the best bets you have for keeping workers satisfied. Like everybody else, boys and girls like a pat on the back when they are doing a good job. Your friendly attitude will win their loyalty when a crop needs fast harvesting.

Many farmers show their appreciation to young workers with afternoon refreshments, something special to drink, ice cream or watermelon treats. Bonuses and awards for improving work are also good ideas.

Most of all, youth appreciate fair treatment regarding wages and crop conditions. They should have higher piece rates when the picking gets slim.

Do you have a good idea for a picture here?

Any better ideas about title, layout, pictures, text?



